

Basic Principles of Interest-based Bargaining (IBB)

COURSE NUMBER **FAA01193**

For information about this course, contact:
 FAA Program Manager: Shepherd Curl
 (386) 446-7132

DESCRIPTION AND LEARNING STRATEGY

Increased focus on labor/management partnership has begun to change the informal, if not official, definition of "bargaining." Associated terms such as "traditional" and "interest-based" seem to cloud the issue. Many supervisors, managers, employees and union representatives are skeptical of the interest-based approach. Some of that skepticism may stem from not fully understanding the concept, some from resistance to the need for new skills and attitudes, while some may stem from negative experiences with other types of negotiations. The ability to find common ground, to reach agreement, and to put positions aside has become increasingly important as the Agency strives to become more efficient. This workshop provides an overview of the tools and techniques necessary to reach high value negotiated decisions in support of agency goals.

Designed to provide an introduction to the principles of interest-based bargaining, this highly interactive workshop provides dynamic lectures, small group discussions, and brief application activities. Participants will discover the differences between the process of negotiating from a "position" with little flexibility and an interest-based approach which seeks to find common ground. This session *lays the foundation* for the skills built in CMEL courses such as *Building Effective Agreements* and *The Partnership Challenge*; it does not in any way substitute for them.

OBJECTIVES

- Differentiate between bargaining based on positions and bargaining based on interests.
- Apply the four principles of interest-based bargaining to the workplace.
- Articulate their role in an interest-based negotiation.
- Identify four phases of an interest-based problem solving model.

KEY COMPETENCIES

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| • Agility | • Interpersonal Relations and Influence |
| • Building Teamwork and Cooperation | • Managing Organizational Performance |
| • Communication | • Problem Solving |
| • Innovation | |
| • Integrity and Honesty | |

CLASS SIZE

24 participants

LENGTH 4 hours

(Class times may vary)

LOCATION

Customer site or
 FAA Center for
 Management and
 Executive Leadership
 Palm Coast, Florida

UPCOMING DELIVERIES

This course is currently available only as a fee-for-service delivery.

WHO SHOULD ATTEND

Employees responsible for reaching agreements or resolving disputes

ENROLLMENT

To arrange a **fee-for-service delivery**, call Shep Curl at (386) 446-7132.

PREREQUISITE

None

PRECOURSE

None

RELATED COURSES

Labor Management
 Relations
 (FAA01205)
 Managing Change
 (FAA01306)
 Systems Thinking
 (FAA01277)